KentuckyWorks COLLABORATIVE

Metrics Sub-Committee Meeting Members - April 22, 2019

Name	Organization	Present
Scott Brinkman	Governor Matt Bevin	X
Jessica Cunningham/Scott Secamiglio	Kentucky Education & Workforce Development Cabinet	X
Christopher Snyder or Luke Morgan	Kentucky Cabinet of Economic Development	
Danny Davis	Kentucky Labor Cabinet	X
Beth Kuhn and Maik Schutze	Kentucky Cabinet for Health & Family Services	X
Dallas Hurley	Kentucky Justice & Public Safety	
Kim Menke/Rob Southard/Kevin Smith	Kentucky Workforce Innovation Board	XXX
Alicia Crouch or David Mahan	Kentucky Council on Post-Secondary Education	
No Representation	Kentucky Council on Post-Secondary Education Conference of Presidents (representing the Presidents)	
Kiley Whitaker	Kentucky Department of Education	X
Russ Watts	Kentucky Commission on Military Affairs	
Joshua Williams	Kentucky Chamber of Commerce	X
Wendy Smith	Kentucky Housing Corporation	X
Judge Orbrey Gritton	Chief Local Elected Official (representing the LEOs through KACo)	X
Sheila Clark	Local Board Director (representing the 10)	X
Tom Underwood	State Director of the Kentucky National Federation of Independent Business	
Dr. Tony Lobianco and Jeremy Pope	Executive Director of the Kentucky Human Development Institute	XX
Gavin Gorham	Job Corps Director (representing the 7)	X

KentuckyWorks COLLABORATIVE

Metrics and Deliverables Committee Meeting

April 22, 2019

AGENDA

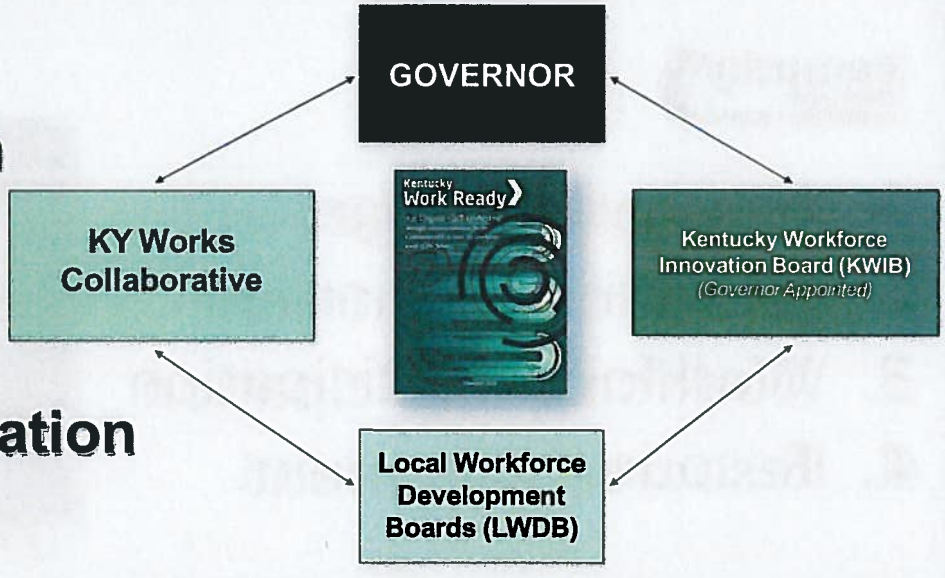
- ✓ **Goals of the Committee**
- ✓ **Metrics We Currently Use**
  - State and Local Level
  - WorkReady Communities
  - New "In Development" Workforce Dashboard
  - Kentucky Future Skills Report
  - Talent Pipeline Management
  - Other…
- ✓ **Examples and Templates**
  - Dashboard Examples
    - National Skills Coalition
    - National Governor's Association
    - Future Works
- ✓ **Timeline**
- ✓ **What Are We Not Measuring or Connecting?**
- ✓ **Need for Additional Information to Move Forward**
- ✓ **Other**
- ✓ **Next Meeting**

X. The local workforce boards shall work to ensure that the following operational outcomes are achieved within the local area: (1) the development of a comprehensive, fully integrated workforce development system that appropriately balances partner roles, responsibilities and accountability; (2) assurance that every employee, job seeker and employer is aware of and has universal access to utilize the full continuum of available workforce development programs and services in Kentucky; (3) increasing the supply of appropriately skilled workers for high demand industries; (4) the elimination of unnecessary duplication of services; and (5) a reduction in administrative costs. The local workforce boards will report quarterly to the KWIB on measured success and continuous improvement of each of the above listed outcomes to ensure fulfillment of WIOA requirements.

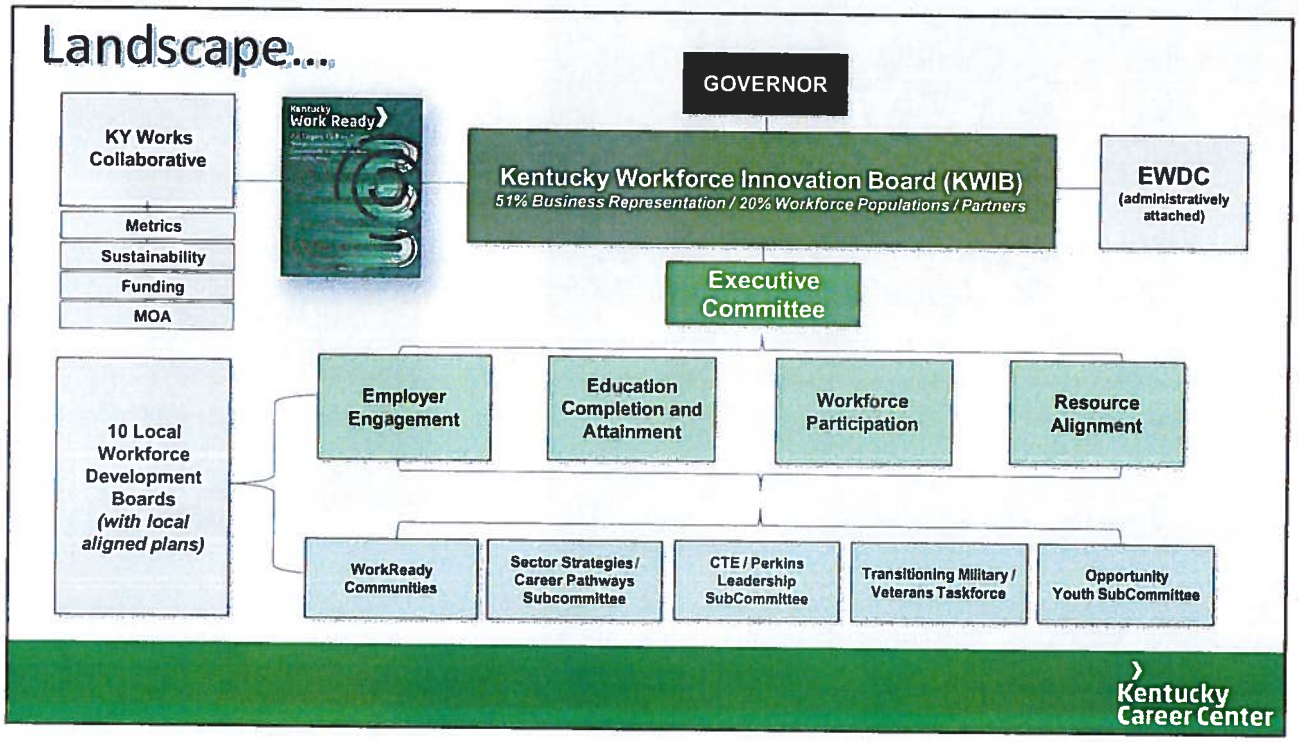
VIII. The partners represented on the Collaborative shall work to establish cooperative and mutually beneficial relationships to successfully accomplish the following commitments: (1) support in streamlining statewide identification and sharing of common core services by function rather than by agency applicable to each partner's program at the local level; (2) effective blending of funds by function rather than by agency identified in the Funding Report allocated to the partner's program for workforce development to the extent not inconsistent with Federal law; (3) participation in a common referral system; (4) participation in a common case management information system; and (5) achievement of established performance goals grouped by function rather than by agency, as defined by the KWIB and the Education and Workforce Development Cabinet.

Achieving a WorkReady Kentucky...

WIOA Integration And Strategic Plan Implementation

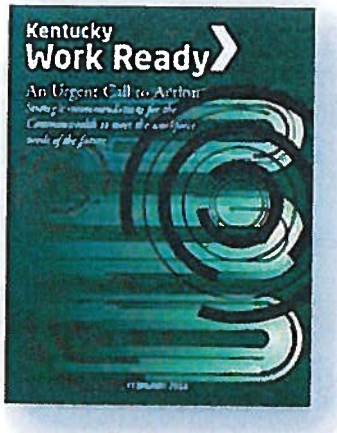


Kentucky Career Center



Kentucky WORKFORCE INNOVATION BOARD

1. Employer Engagement
2. Education Attainment
3. Workforce Participation
4. Resource Alignment



KentuckyWorks

Collaborative Members

1. KY Governor or designee
2. KY Education and Workforce Development Cabinet - Secretary or designee
3. KY Cabinet for Economic Development - Secretary or designee
4. KY Labor Cabinet - Secretary or designee
5. KY Cabinet for Health and Family Services - Secretary of designee
6. KY Cabinet for Justice and Public Safety - Secretary or designee
7. KY Workforce Innovation Board - Chair of designee
8. Council on Postsecondary Education - President or designee
9. Council on Postsecondary Education Conference of Presidents - Convener or designee

Kentucky Career Center

KentuckyWorks

Collaborative Members

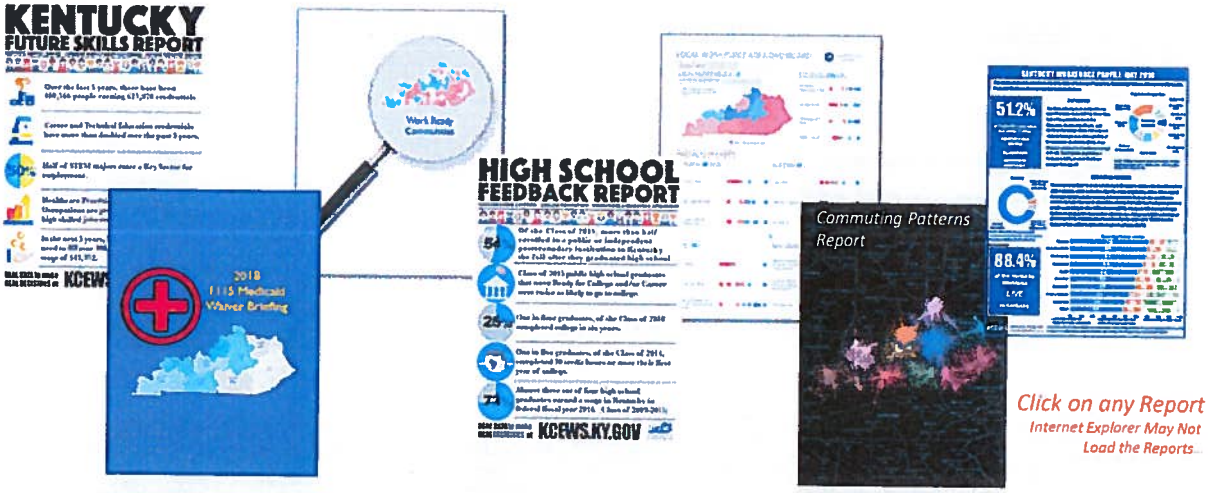
10. KY Department of Education - Commissioner or designee
11. KY Commission on Military Affairs - Executive Director or designee
12. Kentucky Chamber of Commerce - President or designee
13. KY Housing Corp. /U.S. Housing and Urban Development serving KY – Ex. Dir. or designee
14. Chief Local Elected Official (representing the LEOs through KACo)
15. Local Workforce Development Board Director (representing the 10)
16. KY National Federation of Independent Business - State Director or designee
17. KY Human Development Institute – Ex. Dir. or designee
18. Job Corps Center serving KY - Director (representing the 7)

Kentucky Career Center

Data...
Did You Know???

Kentucky Center for Statistics

Uniting our data
Informing our Commonwealth



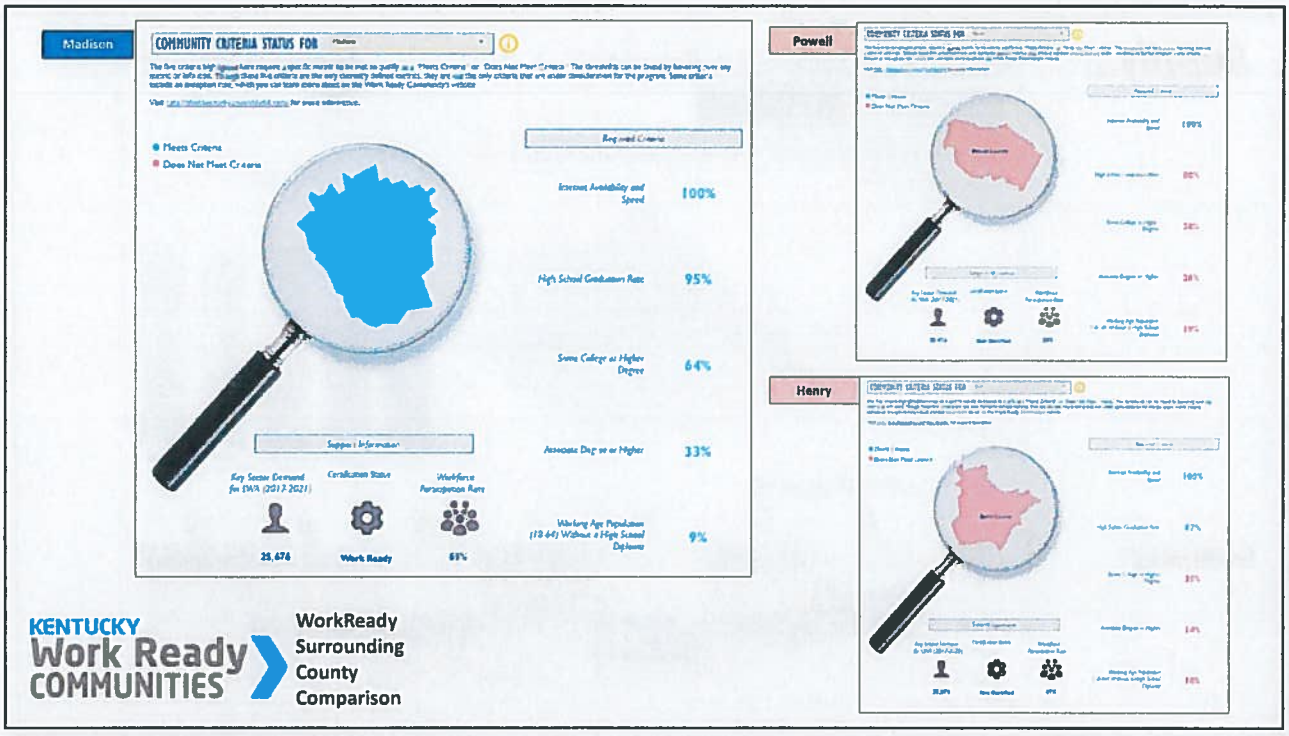
Click on any Report
Internet Explorer May Not Load the Reports

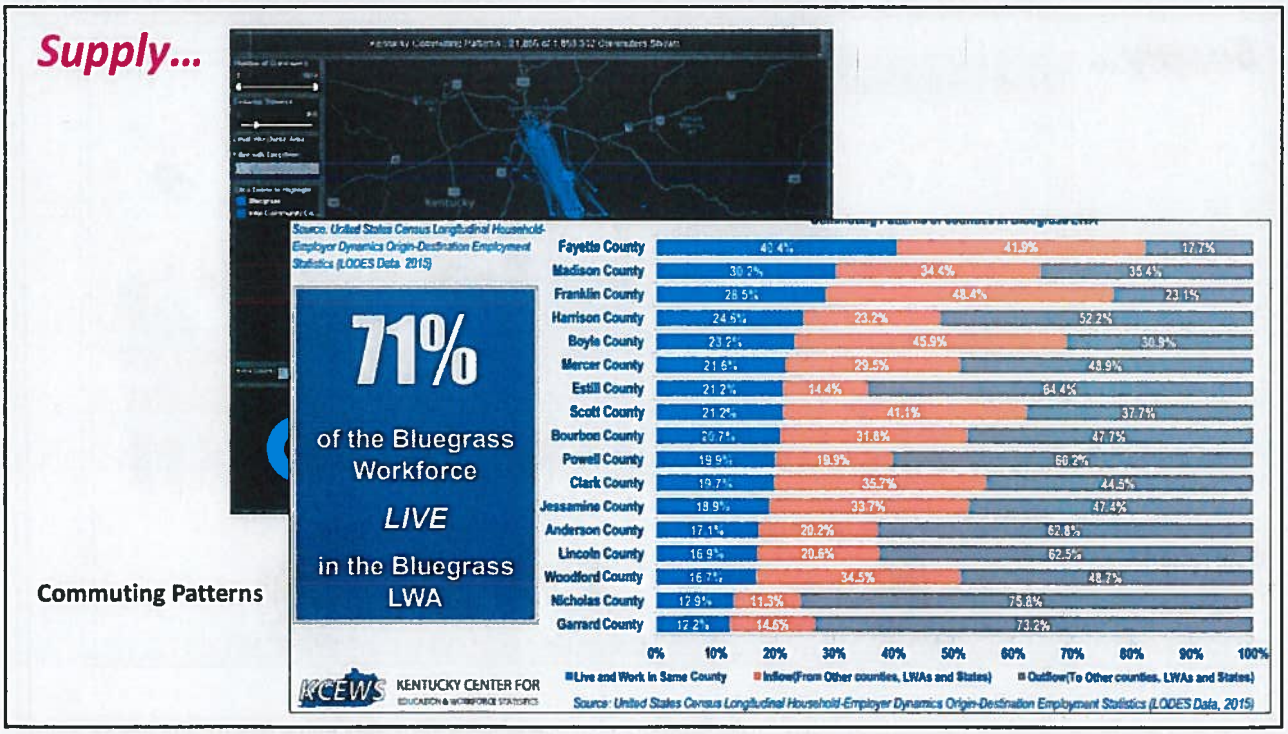
Today

Yesterday

Tomorrow

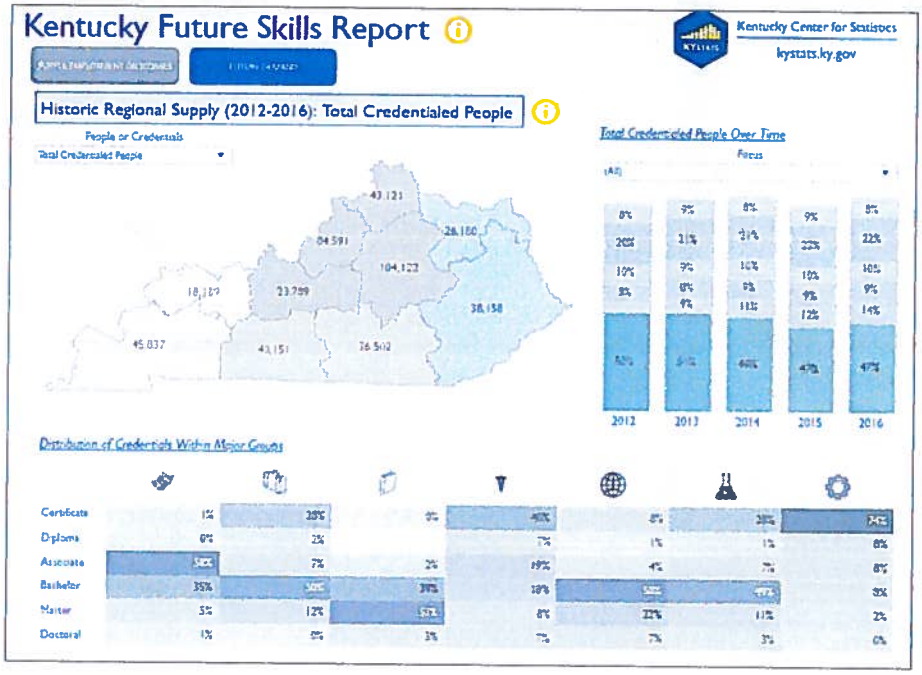
Supply and Demand


Madison
COMMUNITY CRITERIA STATUS FOR
Meets Criteria
Does Not Meet Criteria
Required Criteria
Internet Availability and Speed
100%
High School Graduation Rate
95%
Some College or Higher Degree
64%
Associate Degree or Higher
33%
Working Age Population (18-64) Without a High School Diploma
9%
Supplemental Information
Key Sector Demand for LWA (2017-2027)
25,676
Certification Status
Work Ready
Workforce Participation Rate
61%
Powell
Henry
KENTUCKY
Work Ready
COMMUNITIES
WorkReady Surrounding County Comparison


Supply...
Commuting Patterns
Source: United States Census Longitudinal Household-Employer Dynamics Origin-Destination Employment Statistics (LODES Data 2015)
71%
of the Bluegrass Workforce
LIVE
in the Bluegrass LWA
Fayette County 40.4% 41.9% 17.7%
Madison County 30.2% 34.4% 35.4%
Franklin County 28.5% 48.4% 23.1%
Harrison County 24.5% 23.2% 52.2%
Boyle County 23.2% 45.9% 30.9%
Mercer County 21.6% 29.5% 48.9%
Estill County 21.2% 14.4% 64.4%
Scott County 21.2% 41.1% 37.7%
Bourbon County 20.7% 31.8% 47.7%
Powell County 19.9% 19.9% 60.2%
Clark County 19.7% 35.7% 44.5%
Jessamine County 18.9% 33.7% 47.4%
Anderson County 17.1% 20.2% 62.8%
Lincoln County 16.9% 20.6% 62.5%
Woodford County 16.7% 34.5% 48.7%
Nicholas County 12.9% 11.3% 75.8%
Garrard County 12.2% 14.6% 73.2%
0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
Live and Work in Same County
Inflow(From Other counties, LWAs and States)
Outflow(To Other counties, LWAs and States)
KCEWS
KENTUCKY CENTER FOR EDUCATION & WORKFORCE STATISTICS
Source: United States Census Longitudinal Household-Employer Dynamics Origin-Destination Employment Statistics (LODES Data, 2015)

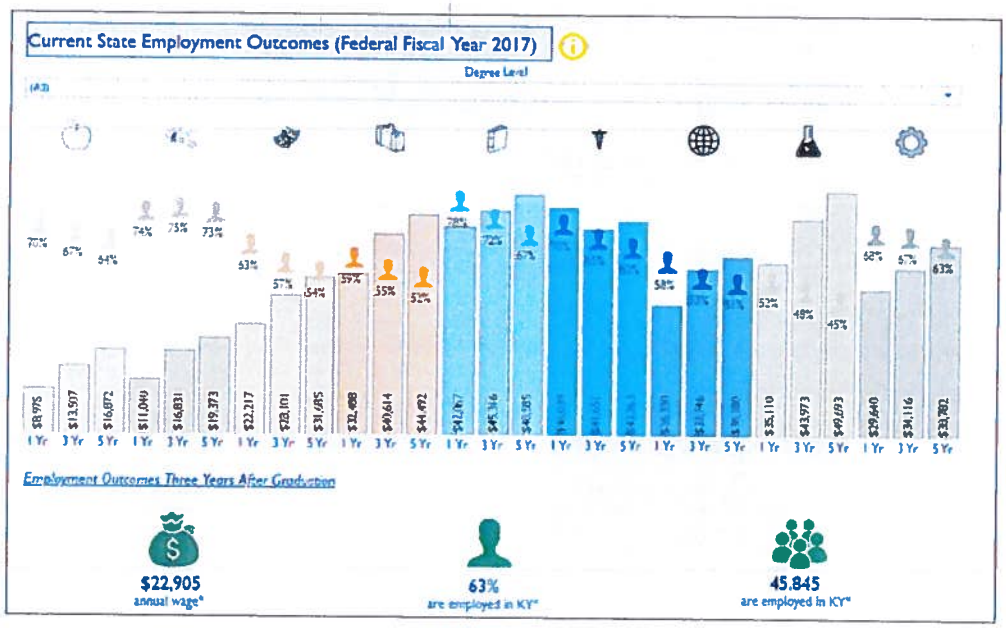
Supply...

Credentials



Supply...

Credentials

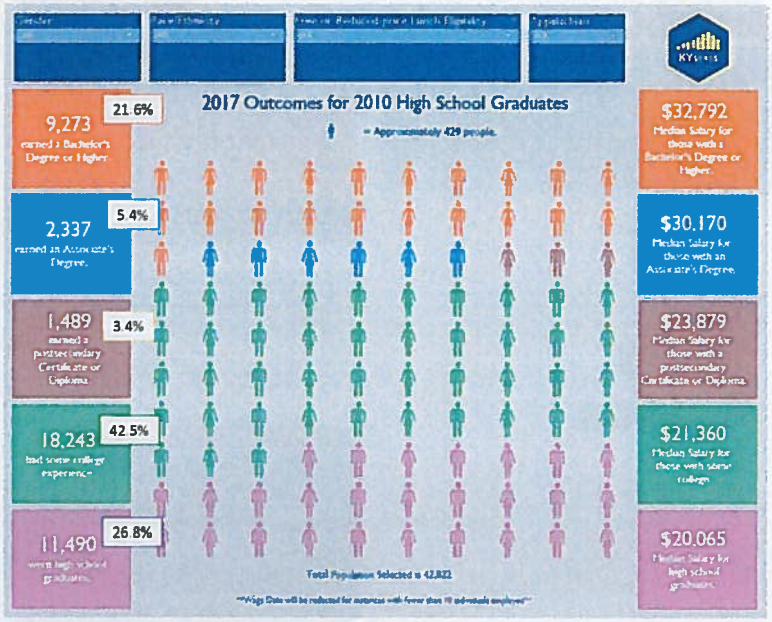


Supply…

2017-2018 Proficiency - Trimble

45.1%	45.1%	45.4%
32.1%	32.1%	37.5%
45.8%	45.8%	51.8%
19.5%	19.5%	29.6%

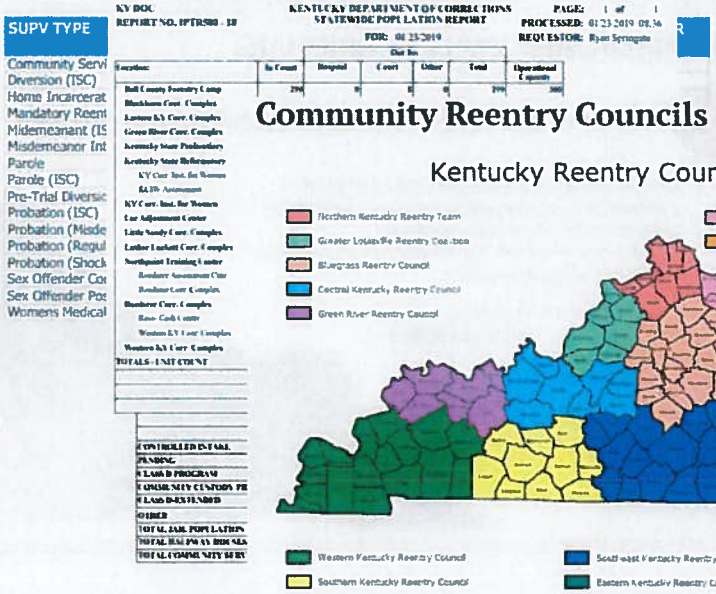
Secondary / Post-Secondary Feedback



State

Supply…

P&P Population Report



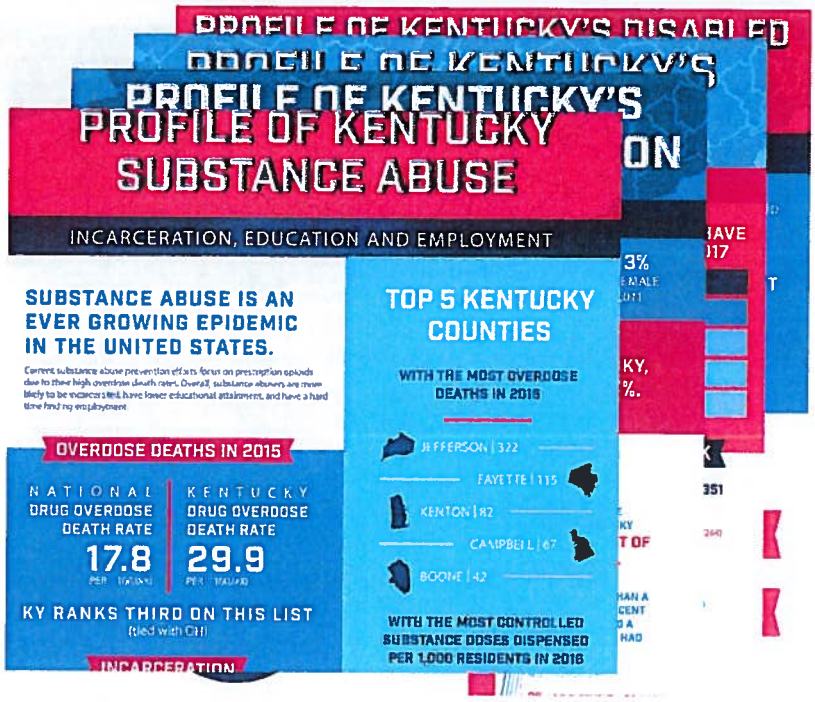
More Supply Pipelines

Ex-Offender Population

Supply…

KENTUCKY'S WORK MATTERS
TASK FORCE REPORT

More
Supply
Pipelines



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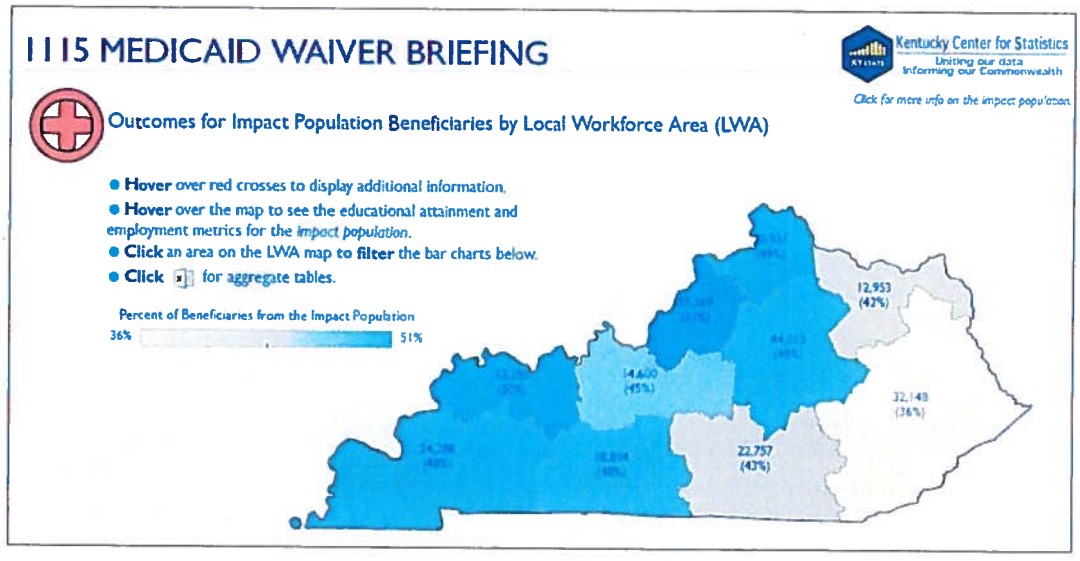


Kentucky Health
(Medicaid Waiver)

Demand…

5 Year Projected Jobs for Top 5 Occupations Within Each Key Sector for the Pennyrile Works Area

Advanced Manufacturing	Team Assemblers	1,598
	Laborers and Freight, Stock, and Material Move..	396
	Inspectors, Testers, Sorters, Samplers, and Vie..	324
	Welders, Cutters, Solderers, and Brazers	273
	Assemblers and Fabricators, All Other	269
Business and IT Services	Customer Service Representatives	730
	Laborers and Freight, Stock, and Material Move..	623
	Sales Representatives, Wholesale and Manufa..	554
	Accountants and Auditors	412
	Insurance Claims and Policy Processing Clerks	395
Construction and Trade	Electricians	386
	Plumbers, Pipefitters, and Steamfitters	353
	Construction Laborers	249
	Heating, Air Conditioning, and Refrigeration Me..	163
	Carpenters	161
Healthcare	Registered Nurses	2,879
	Nursing Assistants	1,238
	Licensed Practical and Licensed Vocational Nur..	573
	Medical Assistants	422
	Personal Care Aides	382
Transportation and Logistics	Laborers and Freight, Stock, and Material Move..	843
	Heavy and Tractor-Trailer Truck Drivers	464
	Airline Pilots, Copilots, and Flight Engineers	221
	Industrial Truck and Tractor Operators	211
	Light Truck or Delivery Services Drivers	121

Projected Jobs in the **Central Region**

2018-2022

88,184 Projected Job Openings

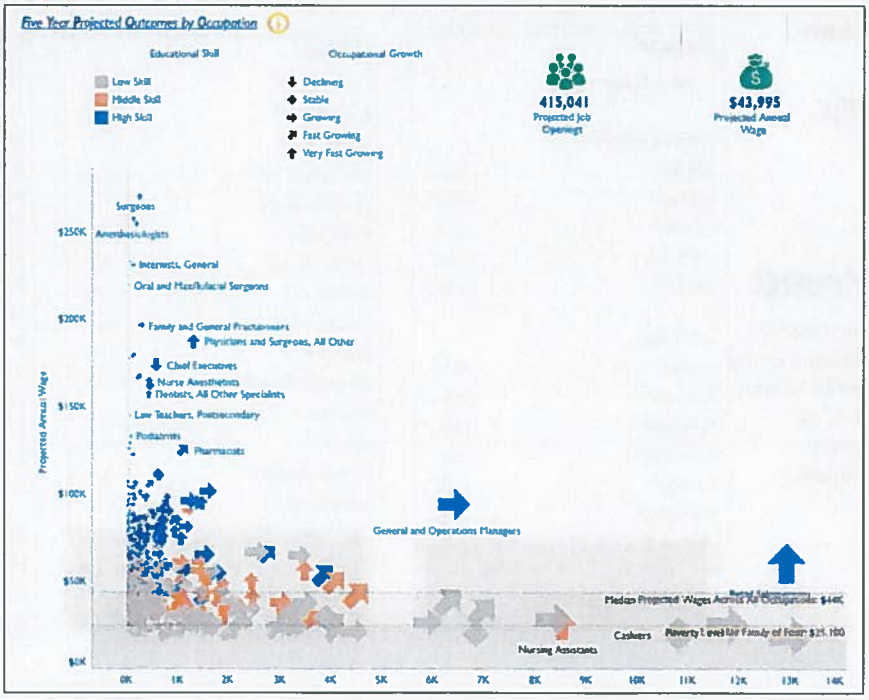
$45,957 Projected Annual Wage

Five Year Projected Demand for General Occupations for the **Kentuckiana Works Area**

Office and Administrative Support Occupations	Growing	10,747
Food Preparation and Serving Related Occupations	Growing	9,150
Transportation and Material Moving Occupations	Growing	8,814
Healthcare Practitioners and Technical Occupations	Very Fast Growing	8,766
Sales and Related Occupations	Growing	8,633
Production Occupations	Fast Growing	7,639
Management Occupations	Growing	4,617
Installation, Maintenance, and Repair Occupations	Fast Growing	3,938
Business and Financial Operations Occupations	Growing	3,817
Construction and Extraction Occupations	Very Fast Growing	3,390
Healthcare Support Occupations	Very Fast Growing	3,186
Personal Care and Service Occupations	Growing	3,132
Education, Training, and Library Occupations	Growing	2,470
Building and Grounds Cleaning and Maintenance Occup	Growing	2,232
Computer and Mathematical Occupations	Very Fast Growing	1,975
Protective Service Occupations	Growing	1,630
Community and Social Service Occupations	Fast Growing	1,109
Architecture and Engineering Occupations	Growing	995
Arts, Design, Entertainment, Sports, and Media Occupati..	Stable	888
Legal Occupations	Growing	515
Life, Physical, and Social Science Occupations	Fast Growing	419
Farming, Fishing, and Forestry Occupations	Stable	93
Grand Total		88,184

Jobs

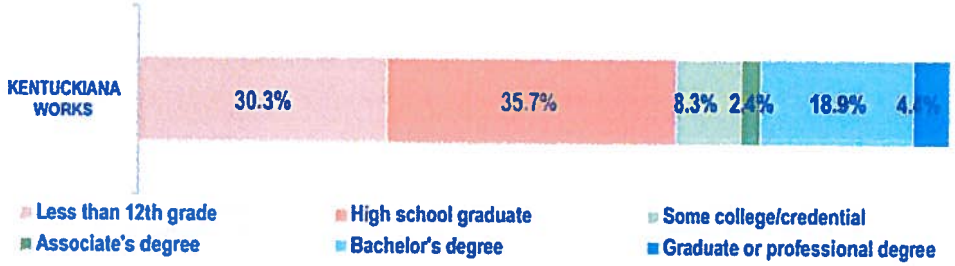
Demand…



Jobs

Demand...

The chart below shows the credentials required for the projected jobs between 2017 - 2021. These demand projections are the conservative estimates created with Labor Market Information data and supplemented with data from Bureau of Labor Statistics.



Credentials

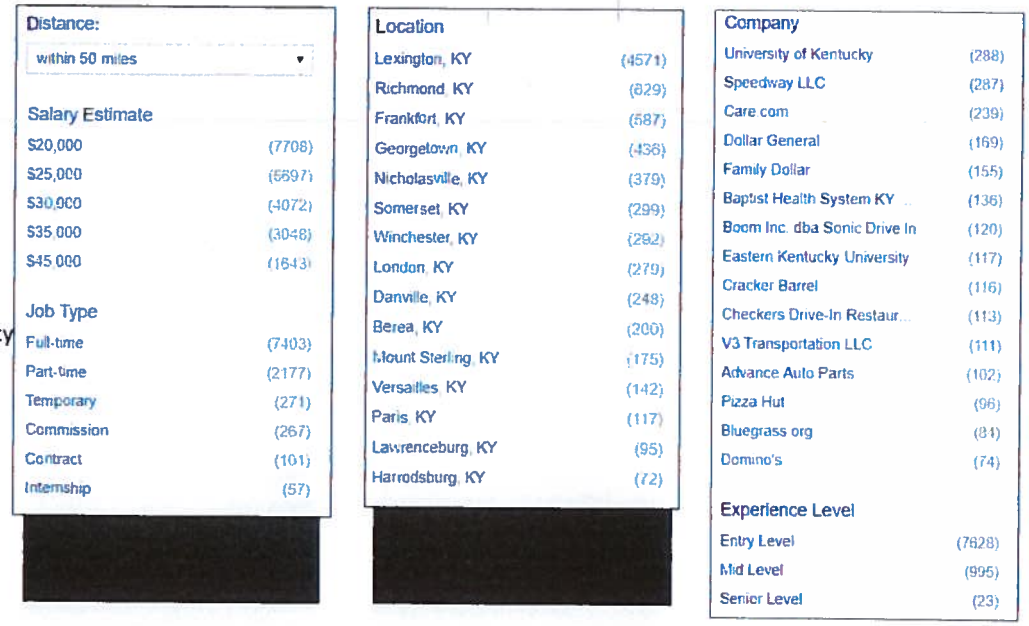
Source: Kentucky Center for Education and Workforce Statistics, Kentucky Future Skills Report, 2017

Demand vs Supply...

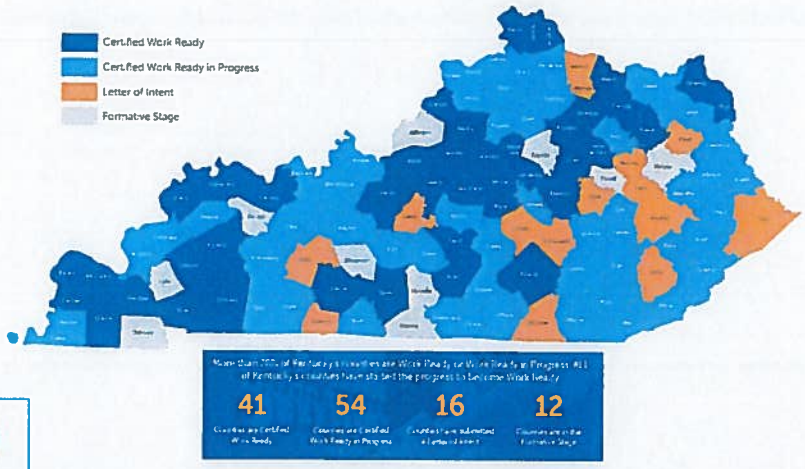
indeed

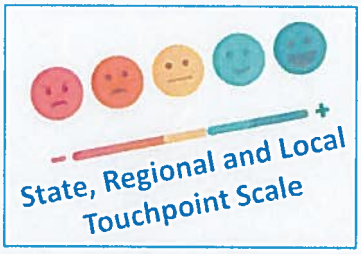
Within 50 Miles of Madison County

- Median Salary
- Job Type
- Location
- Company



KENTUCKY
Work Ready
COMMUNITIES





Kentucky
WORKFORCE
INNOVATION BOARD

Melissa A. Aguilar
Melissa.Aguilar@ky.gov

KYSTATS
KENTUCKY CENTER FOR STATISTICS
Uniting our data. Informing our Commonwealth.

Scott Secamiglio
Scott.Secamiglio@ky.gov

KENTUCKY
Work Ready
COMMUNITIES

Collaborative-Metrics Sub-Committee Sign-In Sheet

April 23, 2019

Name	Organization	Email
Alicia Crouch	KCTCS	Alicia.Crouch@KCTCS.EDU
Scot Secamiglio	KY STATS	
Jessica Cunningham	KY STATS	jessica.cunningham@ky.gov
Maik Schutze	CHFS	
Jeremiah Pope	UK-HDI	jbpo226@uky.edu
Tony LoBianco, PhD	UK-HDI	tflobi1@uky.edu
Danny Davis	Labor	danny.davis@ky.gov
Kiley Whitaker	KDE	Kiley.whitaker@education.ky.gov
Kristina Slattery	Ky Cabinet for Economic Development	Kristina.Slattery@ky.gov
Sheila Clark	West Ky Workforce Bd	sheila.clark@ky.gov
Melody Haynes	Cumberlands LWDA	melody@lcadd.org
Gavin Gorham	Muhl Job Corps	gorham.gavin@jobcorps.org
Kevin Smith	Beam Suntory/KWIB	Kevin.Smith@BeamSuntory.com
Orbrey Gritton	Anderson Co. Judge Exec.	judgeorbreygritton@rich.twcbc.com

Wendy Smith	KHC	wsmith@kyhousing.org
Mike Riley	Bluegrass LWDA	mriley@bgadd.org
Mable Duke	Bluegrass LWDA	mduke@bgadd.org
Myra Wilson	Cumberlands LWDA	myra@lcadd.org
Robert Boone	SouthCentral LWDB	RobertB@SouthCentralWorkforce.com

Josh Williams — Kentucky Chamber Workforce Center — jwilliams@kychamber.com

Huston Monarch — KentuckianaWorks — huston.monarch@kentuckianaworks.org

Sarah Ehresman — KentuckianaWorks — sarah.ehresman@kentuckianaworks.org

KentuckyWorks COLLABORATIVE

Metrics and Deliverables Committee Meeting

April 22, 2019

NOTES

Goals of the Committee

Goals were discussed per the Executive Order. There was discussion on the specific metrics being used versus the goals for the committee. Melissa Aguilar with the KWIB explained the goals will be derived from the metrics that are currently in place as well as the metrics which are not currently being included / reviewed. She discussed the need to have holistic metrics and goals for entire workforce system which involves all Collaborative member organizations. She explained that although each entity has their own performance metrics, those metrics may not be shared as being a part of the system.

Metrics We Currently Use

Melissa discussed the state level dashboards created and maintained by KYStats. She scrolled through the reports while KYStats explained a few of the reports. The local Directors explained that although they understand the workforce dashboard is "in development", they feel the data is not completely reliable or correct. KYStats also stated that the dashboard, which is in "development mode" should be looked at from a very high level view for the entire system. Melissa spoke about the need for the committee to help review the dashboards and give input where missing data may be included or other data should be refined. She explained that dashboard is a "starting point".

Sarah Ehresman with Kentuckiana Works spoke about the local LMI system used in her local area as did Robert Boone with South Central region. Robert will email Melissa the system in use in South Central for the committee to review.

Josh Williams with the Kentucky Chamber of Commerce spoke about the TPM system which is spreading throughout Kentucky in partnership with the local workforce boards. He explained the data will be real time data and will be shared with KYStats.

Maik Schutze with CHFS also spoke about the data at CHFS which will be able to inform the system measurable moving forward. He stated he looks forward to working closely with heh group to develop the upcoming metrics system.

Wendy Smith with Kentucky Housing talked about the importance of awareness of local area economic conditions and demographic differences being a key factor in looking at metrics and defining goals as related to the area differences.

Examples and Templates

Melissa spoke about a few national models which are out there to review. She explained no state has a seamless metrics system. Kentucky could be the first to do so.

Timeline

Melissa stated that we need to define and establish a refined dashboard with in the next year.

What Are We Not Measuring or Connecting?

Melissa explained we need to review the current metrics and begin to understand the missing data as well as the data that needs to be refined. Danny Davis with the Labor Cabinet explained that we need to define "success" for each population. Melissa will send out the defined populations to the group.

Need for Additional Information to Move Forward

Danny asked that the committee members send their "definition of success" for each populations they work with.

Jeremy Pope with UK also asked if the disability comity is one of the defined populations. Melissa explained they are a defined population.

Judge Gritton explained that at a local level, he felt many counties were unaware that the data shown today is available. He explained that Judges need to have access to the data and be able to understand the demographiocs of the counties' populations. He felt this endeavor will be an important one.

Next Meeting

Christy will poll the group to establish the next meeting date.

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